



# V-Soft Spotlight Calls

## Find the perfect candidate every time.

### What is a V-Soft Spotlight Call?

A V-Soft Spotlight Call is a 10-15-minute conversation about your Req and what you're looking for in a candidate. We understand that the more resumes you see, the more potential for wasted time. We fix this problem by taking this time to identify what the needs and priorities are behind the job description. A job description is a skeleton, but we put skin on those bones to find out what your ideal candidate looks like.

### What is the Conversation?

We will focus our conversation on four things:

1. Questions prepared by V-Soft
2. Req below and any additions – can this be a SOW delivery order?
3. Previous resume review and interview results
4. Preferred hiring mode (contract, contract to hire, fulltime) + salary range or hourly rate, role, sign on bonus, benefits

Our aim is to partner with clients and take some extra time to find the ideal candidate and not just someone whose resume includes a key word. We want to find the right person for your position, and not just a resume that fits a job description.

### V-Soft Questions

**Don't keep asking the same wrong questions!**

- How did you come up with the description?
- What're the must have's? What're the nice to have's?
- Why are those important?
- Why is this position open? How long has this position been open? When did you want to fill it?
- What have you done about filling it ?
- Did you consider anyone internally for this position? Why/why not?
- Do you have any candidates that you are close to making an offer to?
- What have the candidates you've seen been missing?
- What happens if this position isn't filled?
- What other areas of your business does this effect?
- Why would someone want to work for your company?
- Sometimes the best candidates are not citizens of this country. Are you able to sponsor visa's?

### Project Scope/Scope of Effort

- Goal of project?
- Business drivers?
- How does the success of this project impact you?
- Where in the SDLC are you and what deliverables/ milestones are coming up?
- What are your top concerns?
- What team members/business executives will the consultant interface with?

### Talk About The Team

- Break down the members of your team
- Who does what (work tasks/activities)?
- Who is struggling/overwhelmed?
- Where do your strengths lie? Weaknesses?
- What is the biggest technical challenge the consultant will have to overcome?

### Technical Environment

- What is your application architecture? Network architecture?
- What OS are you running?
- What databases are you running?
- What apps are running on those databases?
- What application/web servers are you running?
- What development tools are you using?

### Deliverables

- What artifacts do you expect the consultant to produce?
  - Technical specs
  - Functional specs
  - Data model
- What functionality are you expecting the consultant to deliver?

